



TOWN OF ARLINGTON

DEPARTMENT OF HUMAN RESOURCES

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Covid-19 Protocols

Updated September 20, 2022

Fellow Town Employees:

I hope this message finds you well. I am writing with an update on our COVID-19 protocols for the Fall of 2022. These guidelines align very closely with the protocols being used by the Arlington Public Schools and are consistent with the latest guidance from the MA Department of Public Health and Centers for Disease Control.

The focus as we head into the cooler weather will be on symptomatic individuals. At this time, The Commonwealth is not recommending universal mask requirements, surveillance testing of asymptomatic individuals or contact tracing. The Town's plan will include the following components:

Testing

- Rapid Tests for symptomatic employees will be provided to those that become ill *during the work day*;
- Symptomatic employees can remain at work if they have mild symptoms and test *negative*. Individuals will wear a mask, if possible, until symptoms are fully resolved. DPH recommends a second test within 48 hours if the initial test is negative;
- Employees are requested to test if they become symptomatic *outside of the work day*; rapid antigen testing is preferred to a PCR test in most situations.

Isolation & Quarantine

- **Quarantine** (close contact with a COVID-19 positive individual) is no longer required nor recommended for employees, regardless of vaccination status or where the exposure occurred. All exposed individuals may continue to work as long as they remain asymptomatic. Those who can mask should do so until Day 10, and it is recommended that they test at home on Day 5 of exposure. Day 0 is the day you were exposed to someone with COVID-19. If symptoms develop, follow the guidance for Isolation.
- **Isolation** (for positive COVID-19 individuals) – Employees who test positive must stay home and isolate for at least the first 5 days. Individuals are probably most infectious during these 5 days. If they are asymptomatic or symptoms are resolving and they have been fever free without the use of fever-reducing medicine for 24 hours, they may return to work according to the following conditions:
 - Able to wear a mask:
 - If the individual never had symptoms or symptoms are improving,* they may end isolation on Day 6;
 - Wear a mask around others for 10 days. Individuals may remove their mask prior to Day 11 if they've had two negative tests taken 48 hours apart.
 - Unable to wear a mask:
 - Stay home and isolate for 10 days;

- If the individual never had symptoms or symptoms are improving,* you may end your isolation on Day 11.
 - Note: Day 0 is the day your symptoms first began or the day you tested positive if you were asymptomatic.
- *If you were severely ill (were hospitalized) or have a weakened immune system, you should consult your healthcare provider before leaving isolation.

Reporting Test Results

- Test results should be reported directly to the department head, either by phone or email
 - Please report all **positive** test results;
 - Employees should also report negative results of follow-up testing for symptomatic individuals after 48 hours;
 - Employees should also report two negative results on day 5 or later after a positive COVID case to return and if they want to test out of the mask requirement.

Masks

- Any individual who wishes to continue to mask, including those with higher risks from COVID-19, will be supported in that choice;
- Harassment of individuals who continue to mask is strictly prohibited;
- When masking is required it is requested employees wear an N95 or KN95 mask;
- Employees will be required to provide their own masks.

COVID-19 Symptoms	
<ul style="list-style-type: none"> • Fever (100.0° Fahrenheit or higher), chills, or shaking chills • Difficulty breathing or shortness of breath • New loss of taste or smell • Muscle aches or body aches • Cough (not due to other known cause, such as chronic cough) 	<ul style="list-style-type: none"> • Sore throat, <i>when in combination with other symptoms</i> • Nausea, vomiting, <i>when in combination with other symptoms</i> • Headache, <i>when in combination with other symptoms</i> • Fatigue, <i>when in combination with other symptoms</i> • Nasal congestion or runny nose (not due to other known causes, such as allergies), <i>when in combination with other symptoms</i>

All individuals are encouraged to stay up-to-date with vaccination as vaccines remain the best way to help protect yourself and others. The Town will be partnering with local pharmacies to offer COVID-19 vaccine clinics and Flu vaccine clinics.

*The Town will continue to monitor Covid-19 transmission and reserves the right to make changes to this policy to protect the health, safety and well-being of our Employees.

For questions, please reach out to Caryn Malloy Director of Human Resources or Natasha Waden Director of Public Health.